



Sex and Gender-Based Analysis Plus to advance equity, diversity, and inclusion at the Public Health Agency of Canada

February 21, 2022

Health Equity Integration Team
Social Determinants of Health Division
Centre for Chronic Disease Prevention and Health Equity
Health Promotion and Chronic Disease Prevention Branch

Objectives



Build an understanding of health equity, diversity, inclusion considerations.



Learn to design more inclusive public health programs and policies by asking questions and challenging assumptions through the application of SGBA Plus.



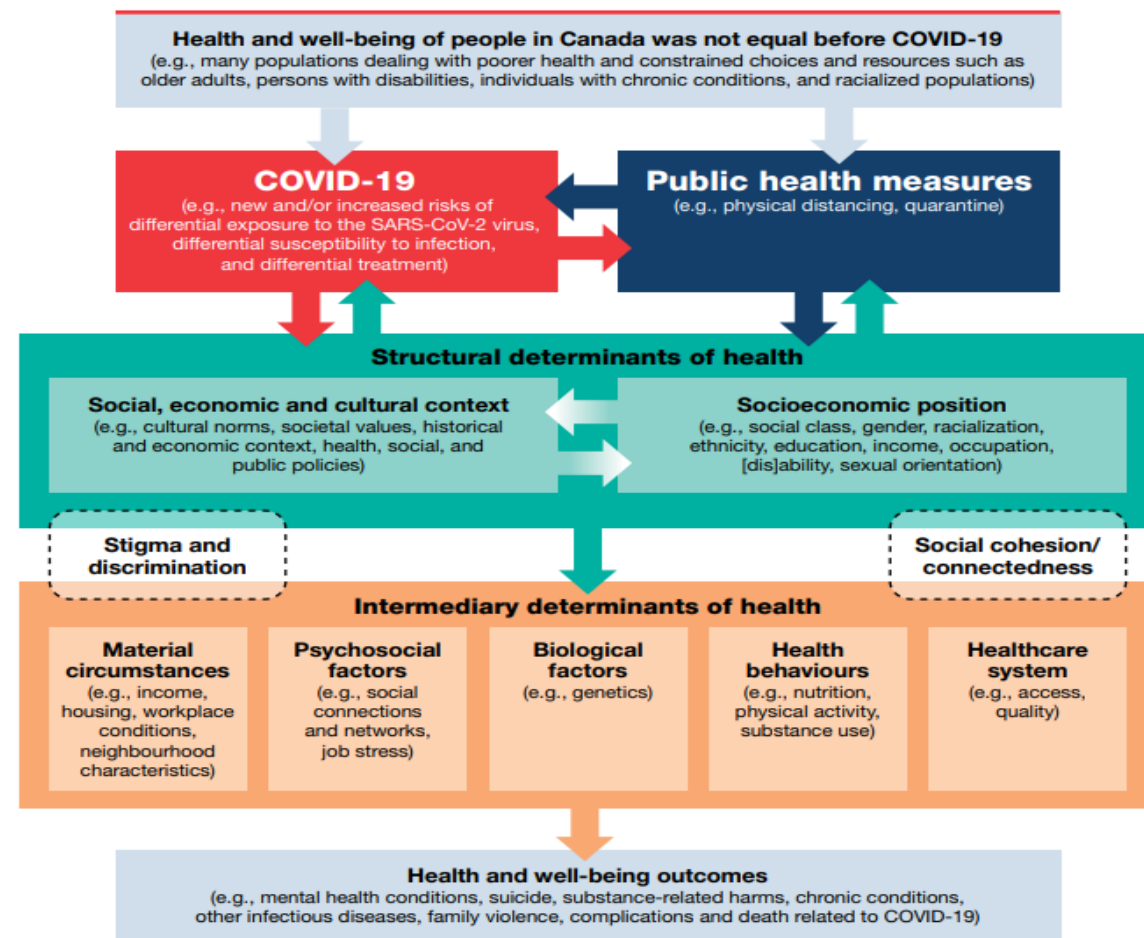
Understand the value-added of intersectionality through case examples.

Why SGBA Plus is More Important than Ever in Advancing Health Equity

- COVID-19 has magnified **systemic issues** and longstanding **inequities** that have disproportionately affected Canada's most stigmatized and marginalized populations
- **SGBA Plus** is a **Government of Canada priority**, as per the:
 - Health Portfolio SGBA Plus Policy (2022)
 - [Minister of Health](#) and [Minister of Mental Health and Addiction](#) mandate letters
 - [2020](#) and [2021](#) CPHO Annual Reports

“We must continue to address the profound systematic inequities and disparities that remain in the core fabric of our society....and we remain committed to ensuring that public policies are informed and developed through an intersectional lens, including applying Frameworks such as GBA Plus”

- 2021 Minister of Health Mandate Letter



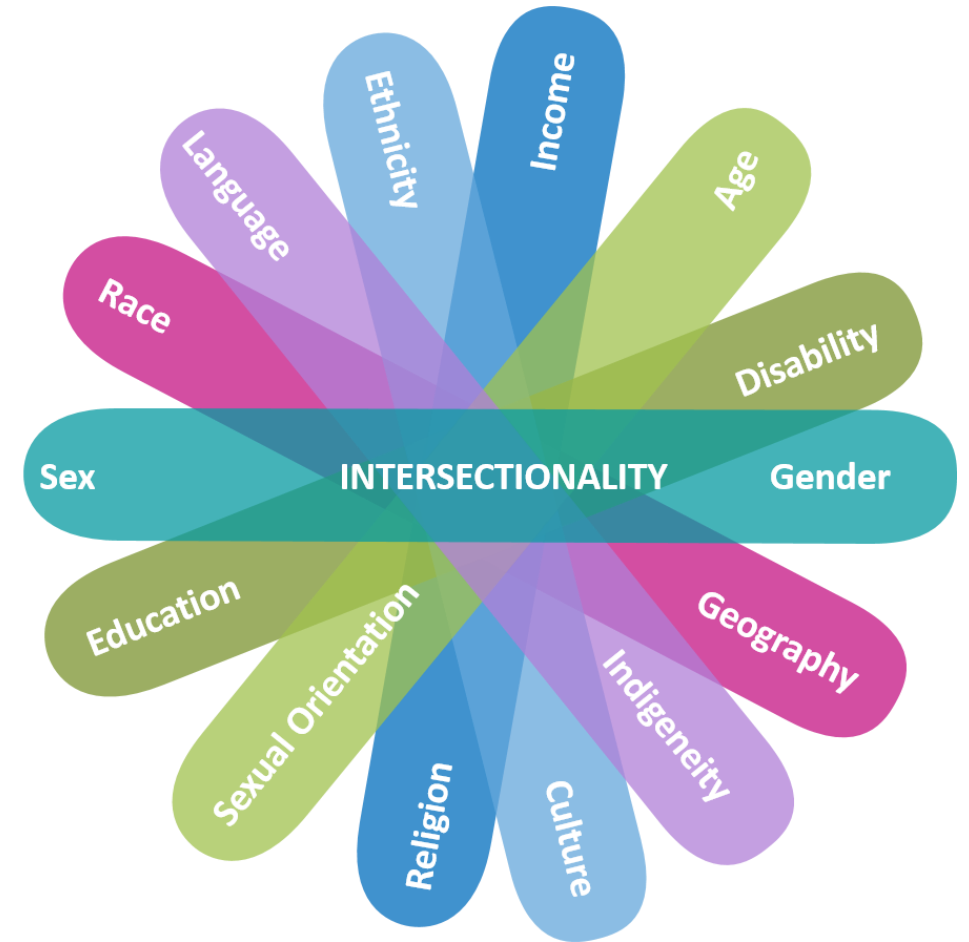
Reference: [From Risk to Resilience – An Equity Approach to COVID-19: Direct and Indirect Consequences of COVID-19](#)

The path to more equitable public health programs and policies that are inclusive of diversity starts with **Asking Questions** and **Challenging Assumptions!**



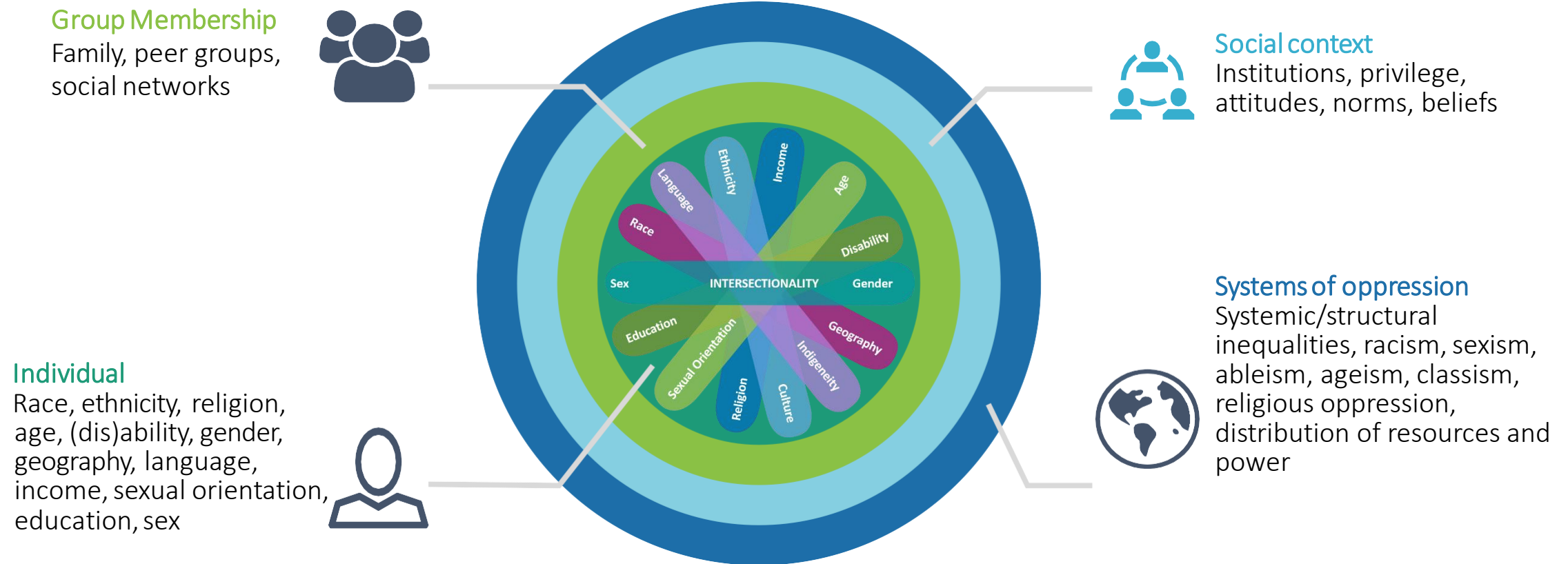
What is SGBA Plus?

- **Analytical process** used to advance **health equity, diversity, and inclusion** in all policies, programs, and initiatives, by taking into account the various intersecting social, economic, political, and environmental determinants of health
- The **“plus”** in SGBA Plus acknowledges that SGBA Plus goes beyond sex and gender differences by considering intersecting determinants of health
- **SGBA Plus** is about adopting a self-reflexive attitude and challenging your own assumptions



...But that is not the whole story

We also need to consider the context within which people live:



Integrating Health Equity Considerations: Guiding Principles

EQUITY

Identification and removal of systemic barriers and biases, enabling all individuals to have equal opportunity to access and benefit from programs, policies and initiatives



DIVERSITY

Ensuring that differences in the lived experiences and perspectives of diverse people are included and considered in programs, policies and initiatives

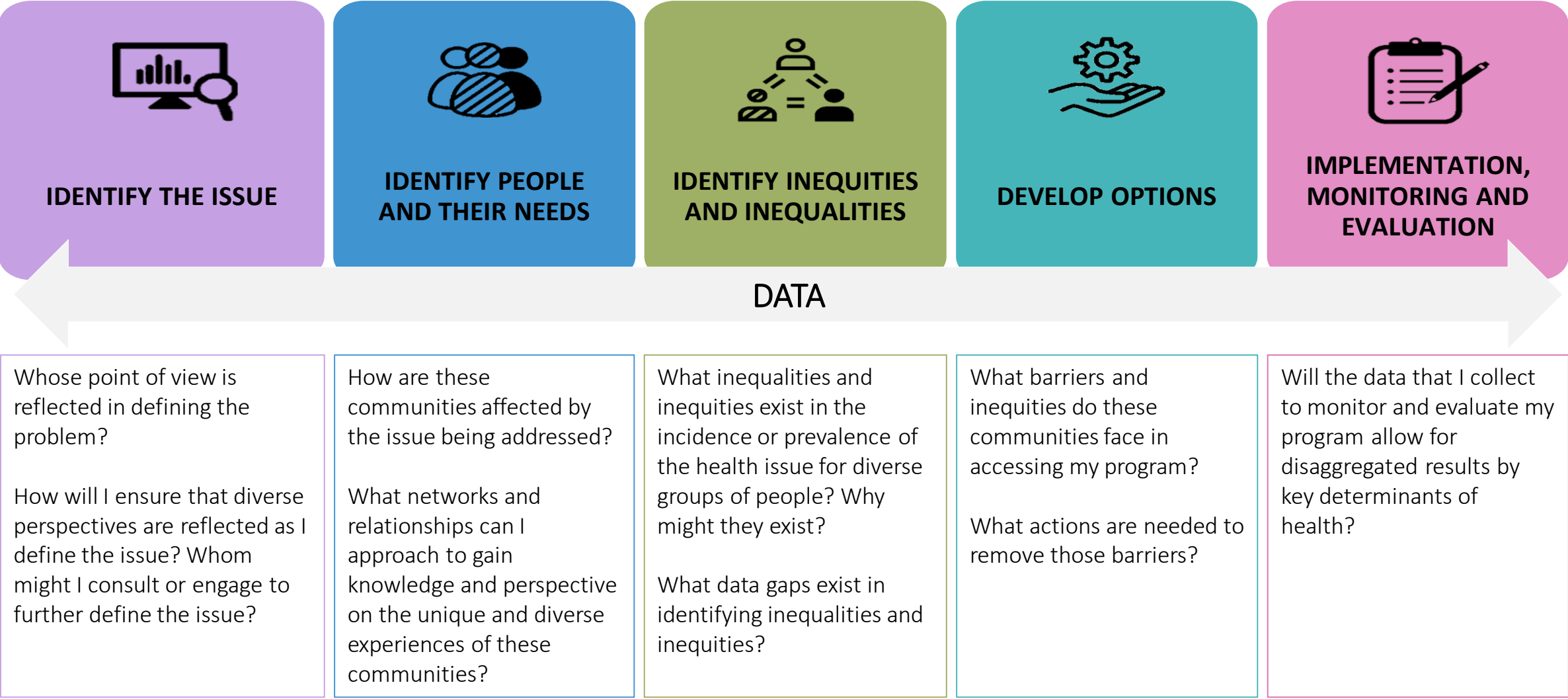


INCLUSION

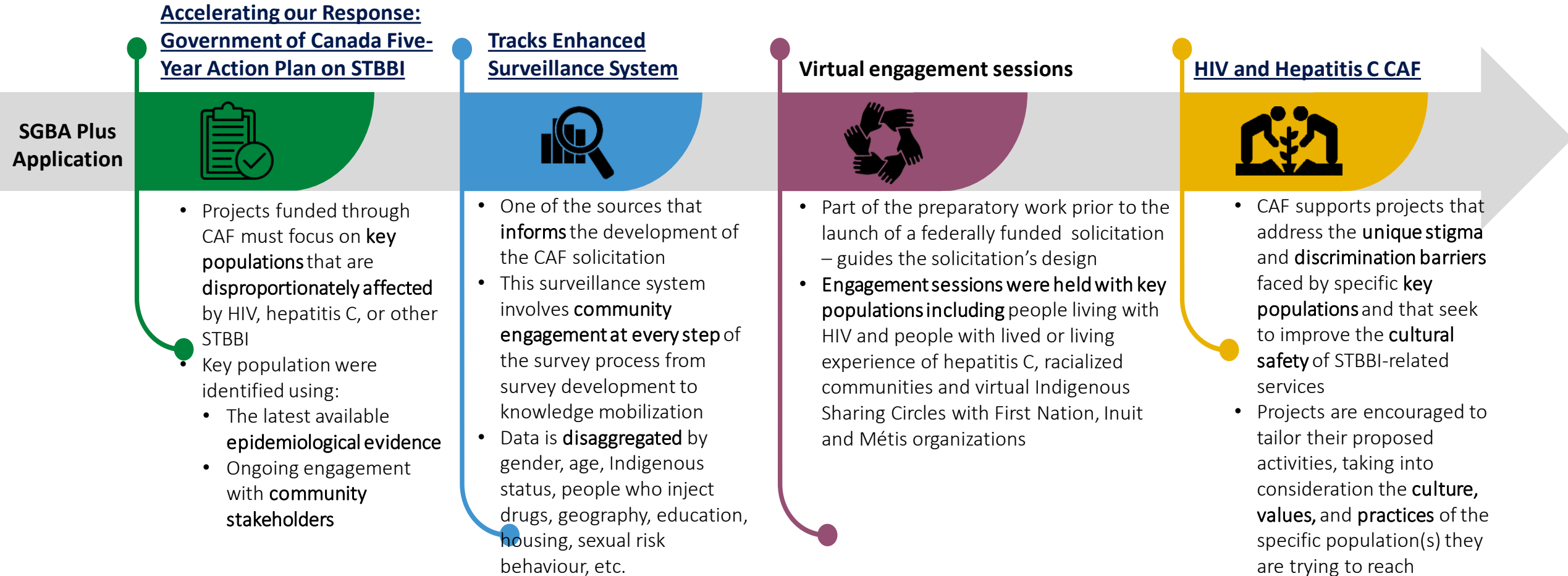
Promoting and supporting the voices of diverse identities, experiences and perspectives



SGBA Plus 5 Step Process



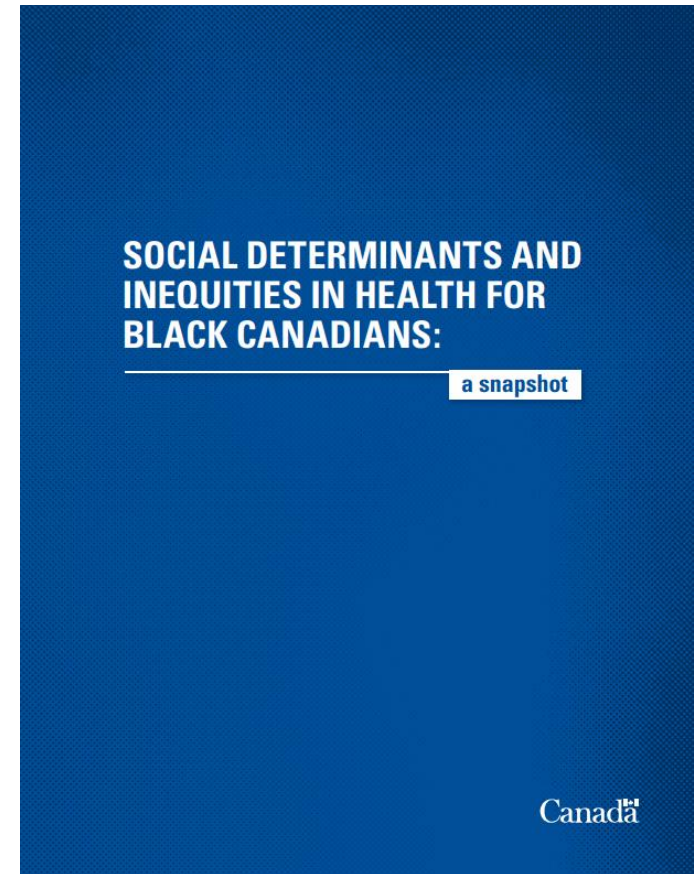
Application of SGBA Plus at PHAC to Reduce the Impact of Sexually Transmitted and Blood-Borne Infections (STBBI)



Application of SGBA Plus at PHAC: Mental Health of Black Canadians LGBTQI+ funding stream

Intersections matter...

- For Black LGBTQI+ people in Canada, racism and discrimination intersect to produce structural oppressions that influence mental and physical health
- PHAC carried out SGBA Plus through listening exercises to set up a funding program that was culturally sensitive and relevant to the community's needs
- This identified a need for effective, anti-oppressive, and culturally responsive mental health programming for Black LGBTQI+ people in Canada
- This is supported through the [Mental Health of Black Canadians LGBTQI+ funding stream](#)



Reference: PHAC's [Social determinants and inequities in health for Black Canadians: A Snapshot](#)

Application of SGBA Plus in PHAC's Guidance Documents

Focus on considerations related to SGBA Plus: health equity, diversity and inclusion

Health Equity Considerations

- Relevance/caveats by gender, age, occupation, living conditions, and other factors
- Marginalized and stigmatized groups
- Actions that could result in inequities

Diversity Considerations

- Explicit recognition of diversity of populations
- Adapting responses to diverse groups and circumstances

Inclusion Considerations

- Unique needs of certain groups
- Accessibility
- Plain and inclusive language
- Non-stigmatizing, person-first language

Guidance is targeted to a range of audiences, including: health professionals, businesses, employers, employees, community organizations, community-based services, and the general public.

Guidance covers a broad range of topics including: symptoms, treatment, and case management; prevention and infection control measures; advice for specific settings; and advice for specific groups.

Take Home Messages for Applying SGBA Plus in Public Health

1

Identify the key social, historical, political, cultural, and current context of your population(s)

2

Acknowledge that your population's context is an evolving entity; therefore, the process needs to be fluid, flexible, and adaptable

3

Consult and meaningfully engage with your population(s) early on in the public health program or policy process, to ensure that their lived experiences are reflected

Want to Learn More about SGBA Plus?

SGBA Plus Training

- [Women and Gender Equality Canada \(WAGE\) GBA Plus training](#)
- [WAGE GBA Plus micro-learning videos](#)
- Canada School of Public Service (CSPS) GBA Plus micro-learning video series: [Introduction to GBA Plus](#); [Importance of GBA Plus and Data](#); [Applying GBA Plus](#); [GBA Plus Policy](#); [Recommendations and Considerations](#); and [GBA Plus Consequence and Conclusions](#)
- [Online training modules from CIHR about integrating sex & gender in health research](#)

SGBA Plus Tools

- [WAGE GBA Plus Resources](#)
- [Towards Health Equity – Practice Tool](#)
- [Towards Health Equity: A tool for designing equity-sensitive public health Interventions](#)
- [Health Inequalities Data Tool](#)

THANK YOU!



Questions about applying an equity lens to your work ? Reach us at:

 HEALTH EQUITY INTEGRATION TEAM

 healthequity-lequiteensante@phac-aspc.gc.ca

Annexes

Statistics Canada Key Resources

- [Gender, Diversity and Inclusion Statistics Portal](#)
- [Women in Canada: A Gender-based Statistical Report](#)
- [Insights on Canadian Society](#)
- [Juristat](#)
- [Health Reports](#)
- [Analytical Studies Research Branch Series](#)
- [Data tables, 2016 Census](#)
- [CANSIM tables](#)

Other National / International Resources

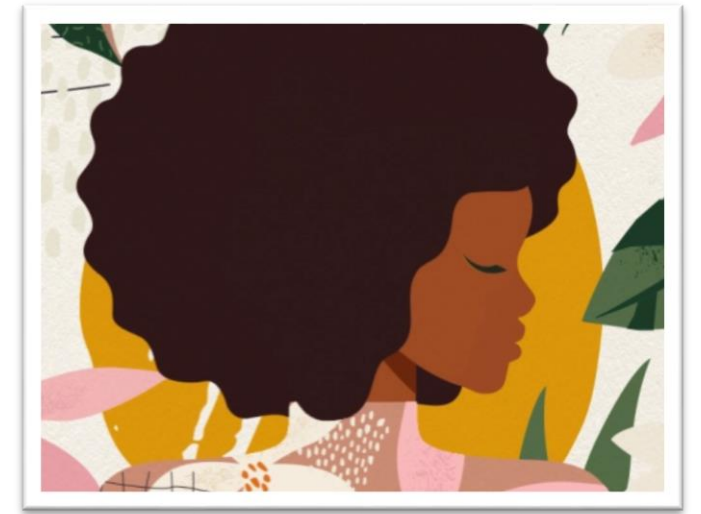
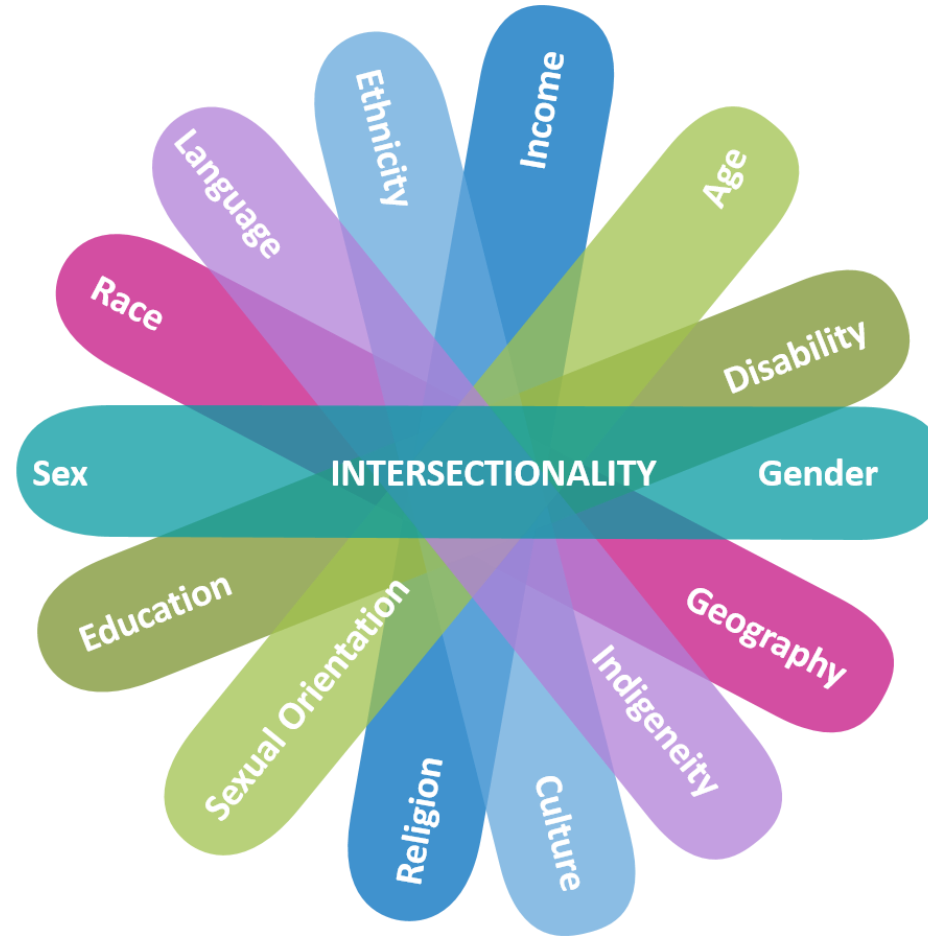
- [Gender and COVID-19 Interactive Matrix](#)
- [Sustainable Development Goals Gender Index](#)
- [OECD Gender Initiative](#)
- [UN Gender Statistics Manual](#)
- [UN Women](#)
- [International Labour Organization \(ILO\), Gender Equality](#)
- [World Economic Forum, The Global Gender Gap Report](#)
- [European Institute for Gender Equality](#)
- [Conference Board of Canada](#)

Health Equity Definition

All people can reach their **full health potential** and are not disadvantaged from attaining it because of their race, ethnicity, religion, gender, age, social class, socioeconomic status, sexual orientation or other **socially determined circumstances.**

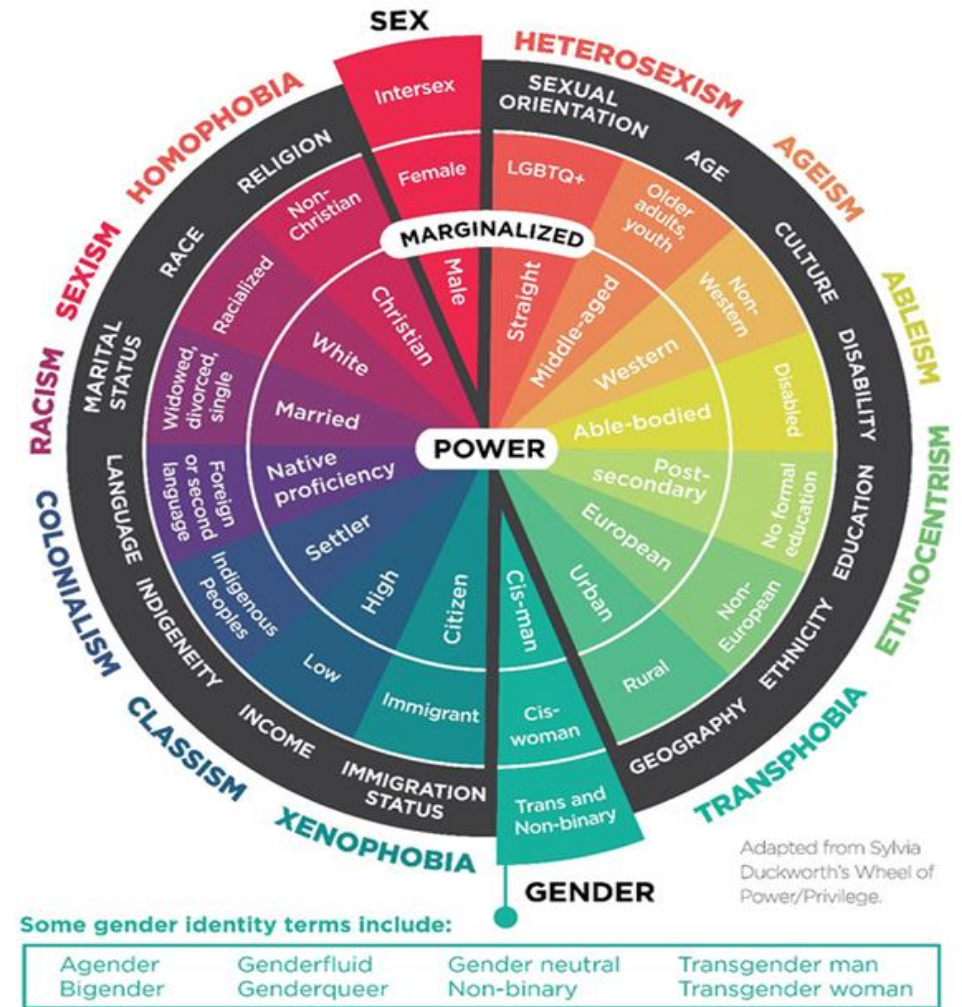
SGBA Plus: A Deeper Dive into Intersectionality

Individual identities **intersect** to produce unique lived experiences and social positions.



Wheel of Power and Privilege: A Conceptualization of Intersectionality

- Provides examples of identity and social position variables and dimensions, as well as processes of oppression, discrimination, privilege, and power that can be included in **intersectional analyses**
- What constitutes a position of power may play out differently at **different intersections**, and in different contexts, as will the variables and dimensions that you choose to include in your program, policy, or initiative



Reference: [Meet the Methods Series: Quantitative intersectional study design and primary data collection \(cihr-irsc.gc.ca\)](https://cihr-irsc.gc.ca/en/research-methods-series/quantitative-intersectional-study-design-and-primary-data-collection)

Applying a Health Equity Lens

Enables us to assess the impact of upstream, midstream, and downstream interventions on addressing underlying **societal** and **systemic** causes of **inequities**.

